

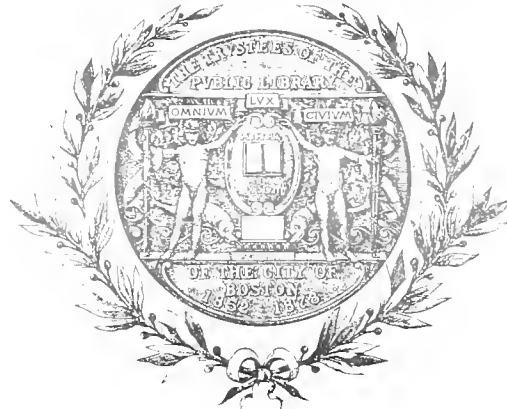
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# SPOTLIGHT



ON WOMEN IN THE  
UNITED STATES

1956-57



**UNITED STATES DEPARTMENT OF LABOR**

James P. Mitchell, Secretary

U.S.

**WOMEN'S BUREAU**

Mrs. Alice K. Leopold, Director

[Washington, 1957]

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S P O T L I G H T   O N   W O M E N   I N   T H E  
U N I T E D   S T A T E S ,   1 9 5 6 - 5 7

WOMEN'S PROGRESS

Women are winning awards for community service, receiving more recognition in church work, having honors conferred on them in the arts, sciences, and professions. They have been appointed to high executive posts in industry, government, and the military services. They hold important political party posts. They have won a record number of elective offices.

Newsworthy achievements such as these mark the long-run progress of women in winning recognition in many fields. They are indicative of advances in women's education, employment, and vocational skills, and of the economic and political strength women are acquiring.

A profile of their status in 1956-57 shows that women

--cast approximately half the votes in the 1956  
presidential election

--slightly outnumber men as stockholders (although  
the value of their shares is less than that of  
men's)

--are a third of the college students

--hold nearly a third of the Nation's jobs

--are nearly a fifth of all labor-union members.

EDUCATION: "BALANCE WHEEL OF THE SOCIAL MACHINERY

In July 1956 the count of those of school age stood at:

<u>Population</u>	<u>Boys</u>	<u>Girls</u>
5-13 years of age (Elementary school)	14.9 million	14.3 million
14-17 years of age (High school)	4.8 million	4.7 million
18-21 years of age (College or university)	4.4 million	4.3 million

One of every four persons in the United States was enrolled in school or college in 1956-57. Enrollment was at an all-time peak -- 41.5 million, the U. S. Office of Education estimated. Nearly all the children 6 to 13 years old were attending school. Illiteracy was at an all-time low (3 percent among men, 2 percent among women in 1952).

Women had a slight edge over men in years of education -- an average of 4/5 of a year among those 14 years old and over -- in the fall of 1952. That difference appears to be dwindling, for in October 1956 greater proportions of boys and men than of girls and women were in school or college. All told, of those 5 to 34 years old, 49 percent (nearly 19 million) of the girls and women and 56 percent (20.6 million) boys and men were enrolled.

There is little difference in percentage of boys and girls under 18 who are attending school. Among the 18 to 19 year olds, however, 18 percent more of the young men than the young women were enrolled in school in 1956, and among the 20 to 24 year olds, 14 percent more. Most of these older students were in college or professional schools.

Aside from the other values education holds, years of schooling have a close relationship to job opportunity. Almost nine-tenths of the employed women who were graduates of a college or university (16 years or more of schooling) were in professional and clerical jobs in 1950, but only a twelfth of those who had not gone beyond elementary school (8 years or less). About three-fourths of those who had attended only elementary school were in operative, service, or unskilled jobs.

Years of education are also related to earnings, as incomes reported in 1950 by women 25 years old and over show. Median income of those with no education was \$518; of those with 8 years of education, \$909; of those who had completed 12 years, \$1,584; of those who had completed 16 years of school or more, \$2,321.

#### HIGHER EDUCATION

The number of professional opportunities open to women has expanded as the number of women who attend colleges and universities and who earn degrees has increased.

In spite of the fact that the number of persons of college age in the country was at a low ebb, enrollment in colleges and universities exceeded 2.9 million in the fall of 1956. Over a third of the students -- 1,019,000 -- were women.

About 379,600 degrees were conferred in the 1955-56 school year according to the U. S. Office of Education. Women earned 132,000 of these degrees. They earned over a third of the 311,300 bachelor's and first professional degrees, a third of the 59,400 master's degrees, and one in ten of the 8,900 doctorates.

The general fields in which students choose to major and earn their degrees are indicative of the types of jobs for which they can qualify. The Office of Education listed 25 major groups of fields of study and 1 miscellaneous group.

Women's choices continue to vary considerably from those of men. Women's primary choice was in the field of education, which already employs the greatest number of women of any of the professions and which is in critical shortage. Just about half of the first and second level degrees women earned were in this field.

Men's first choice, on the other hand, was business and commerce. Education was their second choice however. Moreover, they earned more second level degrees in education than did women.

The first 10 fields chosen by women are listed below, in the order in which women preferred them. Men's choices in these fields are also shown.

First and Second Level Degrees Earned in 1956  
in the 10 Fields Most Preferred by Women

<u>Field</u>	<u>Women</u>		<u>Men</u>	
	<u>Order of choice</u>	<u>Number of degrees earned a/</u>	<u>Order of choice</u>	<u>Number of degrees earned a/</u>
Education - - - -	1	64,900	2	35,900
Social sciences -	2	13,500	3	31,300
English and journalism - -	3	10,700	9	8,200
Health professions	4	b/ 8,000	5	c/15,600
Fine and applied arts - - - - -	5	7,000	11	6,500
Home economics -	6	5,100	25	(d/)
Business and commerce - - -	7	4,200	1	41,100
Biological sciences - - -	8	3,300	7	11,000
Foreign languages and literature	9	2,900	16	2,000
Psychology - - -	10	2,800	14	3,800

a/ Rounded to the nearest hundred.

b/ Chiefly nursing.

c/ Chiefly medicine, dentistry, and pharmacy.

d/ Fewer than 100.

Four of men's first ten choices are not shown above: In engineering, men's fourth choice, women earned only about 100 degrees. The physical sciences -- men's sixth preference -- was women's eleventh. Women earned 1,700 degrees in this field, chiefly in chemistry, reflecting their awareness of women's growing opportunities in this science. Women received only 300 degrees in men's eighth choice -- law -- in which men earned 8,400 degrees. In the tenth field of men's interest -- religion -- women earned 1,500 degrees, men 7,700

## EDUCATIONAL GOALS

A conference of eminent educators found that students direct their studies toward three objectives -- career, home, and community service. To these goals college men give a different emphasis than do college women. Men students in general are primarily absorbed with their future jobs. Women in general, several studies showed, plan for careers and community service, but marriage and the home take first place.

The path that women college graduates now usually follow is to enter employment, marry early, have children, serve the community, and often then to return to employment after their children are grown or in school.

In the present pattern of living in the United States, the great majority of women expect and are expected to give first consideration to the home. Yet, in their interrupted years in the labor market, the terms of competition for men and women are even. Community and world affairs are making increasing demands on women. In order that women be prepared to meet these challenges educators and research institutions are examining the content of women's education as never before. One of the most recent studies is the work of the Commission on Education of the American Council of Education. A total of 469 studies related to women's education have been listed in progress in colleges and universities throughout the United States.

## RECENT GRADUATES

What path women college graduates of 1955 were taking in 1956 was investigated by the National Vocational Guidance Association and the Women's Bureau. A representative sample of colleges and universities (108) cooperated in the survey.

A third of the recent graduates were married. Four-fifths, including a majority of the wives, were working full or part time. About a fifth of the graduates were continuing their education.

Of every 10 of those employed, 6 were teachers; 2 were in other professions -- as nurses, biological technicians, social scientists, artists, reporters; 2 were secretaries, stenographers, or other clerical workers, or were in retail trade or in service or finance industries.

## SCHOLARSHIPS AND FELLOWSHIPS

Many gifted students, girls in particular, are not continuing their education for a variety of reasons: bringing home to them the values of higher education is a matter of nationwide concern. They also need to be made aware of the many and various scholarships and fellowships available through women's clubs, religious and civic groups, industry, and private foundations.

One firm in 1955 announced 40 scholarships a year for women. The program was undertaken, the announcement states --

"Because we believe these institutions are making an indispensable contribution to America by helping provide a constant supply of educated, trained women so important to practically every aspect of our national life today. In addition to the vital role which women play as homemakers and in family life, they are today providing leadership in government, business, science and the professions."

Stirred perhaps by this example, 16 firms reporting to the Council for Financial Aid to Education provided aid to women's colleges in 1955, whereas only 3 had done so in 1952.

Industry's total contribution to higher education for men and women -- in aid to educational institutions and to students -- reached \$100 million in 1956; that of the Ford Foundation, \$400 million.

In addition to the great number of scholarships offered by industry and the foundations, individual alumni and organizations of graduates are giving generous aid. National and local labor unions are increasing the number of scholarships for men and women members and for sons and daughters of members.

Much of the aid to students, including grants made by the American Association of University Women, is for postgraduate work. A new high in awards was achieved by the Association in 1957-58: \$121,500 in fellowships to 52 outstanding women scholars from home and abroad.

Universities and colleges themselves customarily make a certain number of scholarships and fellowships available to their students.

Women interested in financial aid to students will find useful the Office of Education's Scholarships and Fellowships at Institutions of Higher Education, Bull. 1951, No. 16, which may be obtained from the Government Printing Office, Washington, D. C., for 70 cents. Single copies of later bulletins--Financial Aid to College Students: Graduates, Bull. 1957, No. 17, and Financial Aid to College Students: Undergraduates--will be available free at the Office of Education, Department of Health, Education, and Welfare, Washington, D. C., as long as the supply lasts.

#### VOCATIONAL PREPARATION

Millions of women and girls throughout the country are obtaining specialized training in schools for professional nursing or practical nursing, in secretarial schools, in commercial art schools; mainly in cities, they are in schools for beauty culture, the needle trades, and a great variety of other vocations.

About 1.7 million women and girls in 1955-56 were in State and local vocational programs, operating funds for which are matched by the Federal Government. These publicly supported vocational schools have particular value for women, relatively few of whom benefit from armed services and veterans' training programs. Most of the girls enrolled were studying home economics. About 132,000 were learning selling skills.

Others -- 110,000 -- were preparing for technical, craft, operative, or service occupations. They were learning to be practical nurses, medical assistants, food handlers, beauty-service operators, commercial artists, draftsmen, photographers. Some were looking toward a job in the needle or food trades, or in the electrical industries -- for example, in communications, radio, television, electronics. Others were developing their mechanical skills. A few were future printers.

Nearly 50,000 of the women enrolled, who perhaps already had a job or sought advancement, were in part-time or evening classes.

### EMPLOYED WOMEN

Women's present share in the Nation's work outside the home has come about through a long social evolution that was speeded up in times of war and high levels of the economy such as the present.

In the course of a hundred years an alteration in the pattern of women's lives, and of men's, obviously has taken place. The industrial structure of the country has undergone fundamental change -- a result of alternating periods of prosperity and depression, war and peace, geographic shifts of industries and people -- above all perhaps, as a result of technological inventions and marketing innovations. The social structure has undergone change. Children, by virtue of school-attendance laws, have been removed from the labor market. Older men now customarily retire with some years of leisure in prospect. International tensions require large numbers of young men to serve in our Armed Forces. Inevitably women have had to take over an increasing share of the work that must be done outside the home. Apartment-house living and mass production of ready-made clothing, household appliances, and ready-to-eat foods have facilitated women's assumption of their new duties.

Nevertheless, over half the women who are 14 years old or over are homemakers exclusively. About a tenth are in school, or are women who are unable to work, "voluntarily idle," or retired. About a third work outside the home.

Probably the great majority of women in the United States have had the experience of working outside the home at sometime in their lives. The 21 million reported in the labor force in 1955, for example, represent the average of the varying number at work in each month of the year. Actually about 28 million worked at some time during the 12 months. However, only about 10 million were year-round, full-time workers. The rest were "in and out" of the labor force or were part-time workers -- students who work during harvest or rush seasons, and housewives who prefer to work only 2 to 3 days a week or part of the day.

About a third of the employed married women were year-round, full-time workers. Their average workweek, however, was much shorter than that of men of comparable age.

A profile of women workers in 1956 appears on page 9.



## TWENTY-TWO MILLION WOMEN WORKERS -- 1956 PROFILE

These 22 million women 1/ are

Over a third of the 60.7 million women (14 years old and over) in the United States.

They include about

Half the 11 million single women;

Two-fifths of the 11.5 million women who are widowed, divorced, or separated, or whose husbands are in the Armed Services or employed away from home;

Three-tenths of the 38.3 million married women whose husbands are living at home.

They are almost a third of all workers in the country.

One-half of these women workers are over 39 years old.

Over half are married;

One-fourth are single;

Somewhat under a fourth are widowed, divorced, separated, or their husbands are away from home.

Eighteen million are living in a family group --

11 million as wife of the family's head;

2 million as head of the family themselves;

5 million as daughters, mothers, sisters, or other relatives of the head of the household.

Over four-fifths of those ever married have no children under 6 years old; well over half have no children under 18.

- - - - -

1/ An average of 21.8 million were in the labor force in 1956. This included an average of 20.8 million who were employed and 1 million who were unemployed but actively seeking work.

Certain features of the profile are remarkable: One is that so small a proportion of the married women constitute so great a proportion of the women workers. This is possible because never before have married women been so predominant in the woman population.

Single women provide a remarkably small proportion (5 million) of the women workers. Understandably enough: There are only 11 million single women, and probably close to 4 million of them are in high school or college.

The rising age level of women workers is equally significant: At the turn of the century, the average age of women workers was 26 years; today it is 39. The younger women are now in the main in school or college or are married and caring for small children. The mature woman is coming into her own in the industrial world.

The fact that 2 million women workers carry the responsibility of head of the family also stands out. <sup>2/</sup> These women are widows, separated or divorced women, sisters with family members dependent on them, daughters with aged parents to support.

Wives too, however, sometimes carry the sole responsibility of earning for the family. The married couples (38 million) in the country in 1956 included 11 million wives who work outside the home. Over a half million of these working wives were the only earners in the family. The reasons are several: the husband may be a student; he may be unable to work because of age or ill-health.

With the dearth of single women and of younger workers of both sexes, women who are or have been married now constitute a fourth of all the workers in the country. A large proportion of these women, however, have no children under 6 years of age. The rate at which married women (husband present), with preschool age children, take part in the labor force has been relatively stable since 1953. On the other hand, the proportion with no preschool age children has continued to push upward almost without interruption.

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<sup>2/</sup> Married women are not classified as heads of families if their husbands are living with the family group at the time of the survey, even though the wife is the sole breadwinner.

About half a million of the women workers who have children under 6 are mothers who are widowed, divorced, separated, or whose husbands are employed away from home. Moreover, working mothers, particularly mothers of children too young for school, are a large proportion of the women who are "in and out" of the labor market or who are part-time workers.

The pattern of women's working lives furnishes the real explanation for the relatively small proportion of mothers of young children among the women who work.

#### PATTERN OF WOMEN'S WORKING LIVES

The most significant conclusions drawn from a recent intensive study <sup>3/</sup> of the working lives of women are these: Marriage and children are the two most important factors tending to keep women out of the work force. When their children reach school age and family responsibilities are somewhat lessened, women are apt to seek reemployment -- a tendency that increases as more women become widowed or divorced, many of whom need to support themselves.

In greater detail the study shows:

##### First job

Most women who work take their first job before they are 20, usually when they are 16 to 18 years old. The number who become workers drops sharply after the age of 18. It is still substantial, nevertheless, among the 20-to-29 year olds.

##### Marriage

Marriage and the birth of children are the reasons for leaving the work force of almost all women who leave before they are 35. Many have already left by the time they are 19. Probably because of the financial responsibilities of young couples, most young women who marry continue for a time with their jobs: for every woman under 35 who quits immediately on marriage, three wait until their first child is born.

- - - - -  
<sup>3/</sup> "Tables of Working Life for Women, 1950," by Stuart H. Garfinkle. Bull. 1204, U. S. Department of Labor, Bureau of Labor Statistics. Government Printing Office, Washington, D. C. 1957. 30 cents.

Women 20 to 24 years old, because of the high marriage and birth rates in that age span, have the highest separation rate of all. The number of those 25 to 29 years old who leave for this reason is, however, also very substantial.

### Return to work

The rate of return to work or taking a first job because children have reached school age is highest when women are 30 to 34 years old, but nearly as high during the 35- to 39-year age span. The peak year of return is about 10 years after the peak year of leaving for marriage or motherhood -- a rough indication of the average length of time married women are out of the labor force.

The loss of the family head brings many other women into or back into the labor force. Separation, widowhood, divorce -- primarily widowhood -- cause growing numbers of women to seek jobs in the ages after 30.

Reentries and some new entries into the work force continue in sizable number up to the age of 50 -- about 5 years after the end of the period in which most women are able to have children.

### Retirement

Marriage and the birth of children are not, of course, the only reasons why women drop out of the work force. Separations associated with age, death and other factors reach a sizable volume at about age 40. The husband's improved earning power may account for the withdrawal from the labor force of some women in middle life. Others may stop working after financial obligations, such as a home mortgage, have been settled, or after the children have finished college. A woman who has a husband with an income is more likely than other women to drop out of the labor force.

Women tend to retire earlier than men do. Those who are "secondary earners" (whose earnings supplement those of another member of the family) are sometimes under less economic pressure than are men to keep on working. Women are also under greater age discrimination in employment than are men.

Nevertheless a very large proportion of the women workers aged 55 to 60 (95 percent versus 98 percent of the men) stay on the job.

## CHANGING PATTERNS IN EMPLOYMENT

A basic change is taking place in the pattern of women's employment, that is, in their distribution in the various industries.

The proportion of the total population who work has not changed greatly over the last 50 years. The total of what the workers produce, per person in the total population, however, has doubled -- in spite of far shorter hours of work (and with more time available to young people for education, to older people for retirement, to all people for recreation). This has come about in large measure through inventions and innovations that increased productivity spectacularly in the goods-producing industries.

A "gradual but steady shift in employment from the goods-producing sectors to the service-producing sectors of the American economy" resulted, so that today more workers are providing services than are providing goods -- a milestone in our standard of living.

The effect on women's employment has been marked. Of the 3 million increase between 1950 and 1956 in the number of women workers, the service-producing industries accounted for about three-fourths.

## OCCUPATIONS

The occupations in which women are most likely to find employment are those which already employ them in large numbers, or in which women are a sizable proportion of the workers. Women's numbers and proportions in the major occupation groups in 1956 were roughly as follows:

	<u>Women employed</u>	<u>Proportion of jobs women held</u>
Clerical - - - - -	over 6 million	2 in 3
Operative - - - - -	over 3 million	1 in 4
Professional	} - - over 2 million	{ 1 in 3
Service		{ 1 in 2
Private household)		{ Almost all
Sales }	} - - over 1 million	{ 1 in 4
Farm }		{ 1 in 6
Managerial	} - under 1 million	1 in 8 or fewer
Crafts		
Labor (except farm)		

Individual occupations that spell opportunity for women because they are women's exclusively, or almost exclusively, include stenographer, typist, secretary, nurse, telephone operator, dress-maker. Others that hold forth promise because they employ a great many women as well as men are, for example, teacher, retail salesman, textile operative, manager in retail trade.

The economy's shift from goods-production to service also has affected individual jobs. The shift has been accompanied by persistent shortages in health and social welfare occupations, for example. Further, the low birth rate during the depression of the 1930's resulted in a present shortage of both young men and women recruits to the work force.

A consequence of the high birth rates since the war is the very great need for school teachers. By 1965 the number of those who are of elementary and high-school age is expected to increase by 12.5 million. The number of teachers who will be needed for the new enrollments and to replace teachers who leave the profession is an estimated 1.9 million. More than ever, teaching is the profession that offers women their greatest number of employment opportunities.

Science and engineering have developed at a tremendous pace, are in world-wide competition, and are loud in their demands for teachers, students and practitioners in these fields. And nearly all economic activities require the services of the secretary, typist, clerk, and bookkeeper; although 30 percent of all women who work are already in the clerical field, many more are needed.

Mathematics, like science and engineering, has not in the past employed a large proportion of women, but is an expanding profession and for that reason is affording opportunity to qualified women.

Librarians, nine-tenths of whom are women, are also in nationwide demand. An estimated 10,000 positions for professional librarians were unfilled in 1956. Librarians who have specialized in science and technology are especially needed.

## JOBS IN THE NEWS

Some fields, like the managerial, in the past offered women limited opportunity for advancement. The group of women managers, officials and proprietors, however, has more than doubled since 1940 and now (1957) numbers a million. Women with executive skills are making news. Some have become presidents and vice presidents of banks or brokerage houses. Others are making a mark in real estate and insurance.

In retail trade they have advanced in growing numbers along the road to buyer, for example, and to higher level positions. Numbers have made news as fashion designers and even industrial designers. They are executives, sometimes owners, of large companies in airplane manufacture, television and radio, the hotel, food, fuel and oil, and many other industries. An interesting development is the growing number of "husband and wife teams" among executives in business and industry (and in engineering, science, etc.).

Accounts of other jobs of special interest to women follow. Still others may be found in the Women's Bureau "1956 Handbook on Women Workers."

### ACCOUNTANTS

Accountancy has become significant as a profession for women in the last 20 years. The growing number of women accountants and auditors (56,000 in 1950) and the persistent worker shortage in this field indicate it has immediate opportunities for women and that the long-range outlook is also good.

For many women, qualifying as certified public accountant speeded up advancement. Others combined law with accountancy and became business executives and consultants. Cost consultant, tax adviser, public auditor are also among technical jobs women accountants are filling.

Miss A, for example, is marketing analyst for a mid-western city's \$250-million oil industry, including in her job everything from analysis of her firm's Government contracts to systematizing and keeping its price lists up to date. She nevertheless finds time for civic and women's organizational activities.



Miss B is an expert in tax analysis and tax legislation, member of the National Tax Association, and first and only woman member of her city's Chamber of Commerce tax committee.

#### ADVERTISING AND PROMOTION

Ten years ago, \$3.4 billion were spent in advertising; in 1956, close to \$10 billion. Women had a part in this spectacular rise. They hold many vice-presidencies and other executive jobs in advertising and its allied businesses:

Miss C, for example, starting as order clerk 12 years ago, today is vice president and junior partner of an important advertising agency. "Advertising," she says, "is the spark plug that puts in motion events that affect the lives of millions of people and offers great opportunities for women."

Mrs. D is one of those appointed this year to a vice-presidency and membership on the plans board of a large advertising company.

In August 1955, a major synthetic fiber corporation made Mrs. E director of advertising and sales promotion of its textile division.

Miss F spends more than a million a year as advertising manager in campaigns for the insurance company that employs her. Her department's ads win awards while she collects "Woman of the Year" titles. One of her spare-time activities, to which she was elected in 1955, is Chairman of the Defense Advisory Committee on Women in the Services.

The advertising industry is also one in which many women own and manage their own businesses.

Mrs. G, who does, is also the first woman president of the outdoor advertising association in her State.

Miss H launched her own agency for advertising, publicity, merchandising, and public relations in the women's apparel and cosmetics field.

Miss I, school teacher, former advertising executive with large New York department stores, in 1955 the only woman on the board of directors of a chain of department stores, now runs her own consulting firm.

Two women own what is said to be the only all-woman technical advertising agency in America. Operating on a percentage of sales basis, they merchandise and advertise industrial machinery and tools.

Mrs. J, 1956 Advertising Woman of the Year, is founder and president of a company that pioneered in three-dimensional visual communication. Hers is a million dollar business in its 25th year of finding new and different ways of making figures and dry facts come alive.

The 1950 census reported that of the 117,183 experienced workers employed in the advertising industry, about a third (38,859) were women. The American Association of Advertising Agencies, Inc., estimated that in 1955 there were some 20,000 specialists working in the country's 2,400 advertising agencies, and that probably 40,000 more were in advertising departments of retailers, manufacturers, newspapers, magazines, broadcasting stations and so on. About 4,000 new people a year are needed -- perhaps half of them experienced persons from other industries, half with relatively little experience. Since other branches of the industry need about twice as many new people as advertising agencies themselves, there are probably jobs for sizable numbers of women each year.

Among the specialists hired in advertising are writers, artists, and merchandising experts; research workers, media analysts, administrators; and people who know the graphic arts, radio and television production.

#### ARMED SERVICES -- A New and Important Career Area for Women

Over 24,000 women are (1956) in the four branches of the Armed Services -- 8,400 in the Army, 5,925 in the Navy, 1,707 in the Marines, and 8,652 in the Air Force.

The Army Nurse Corps, formally established in 1901, is the oldest of the women's military services. Today nurses make up about a fourth of the servicewomen. All nurses are commissioned. They, like other women in the services, may hold ranks as high as colonel in the Air Force and Army, and captain in the Navy.

The remaining 17,540 (about three-fourths) of the servicewomen function as a trained nucleus that can be quickly expanded in event of war. They provide the material for continuing

analysis of what jobs women can do efficiently and safely in the Armed Services. (The law excludes them from combat service.)

Their assignment may be to:

Administration -- which provides the machinery for the Services' organization; and Personnel, with its dual responsibility, to the Services and to the individual;

Machine accounting -- cutting across all departments of each Service;

Finance -- where servicewomen help keep books on transactions involving billions;

Communications -- the nerve centers of each of the Services;

Air operations support -- where women function as weather observers, forecasters, equipment operators, control tower operators, dispatchers, aircraft control and warning operators, parachute riggers; or

Medical and dental specialization -- in which they serve as pharmacists, occupational and physical therapists, dental, X-ray, neuropsychiatric technicians, and so on.

Less frequently women are assigned to other specialties. Women with a gift for language and for communicating news clearly and simply by voice, pen, or picture may be selected for careers in the information activities of the Services. Women gifted in theater and allied arts may be absorbed in recreation activities, the motor-minded in transportation. Some, exceptionally acute in observation and analysis or with facility in languages, may find themselves in any Service's superspecial area -- Intelligence.

In September 1956, a new program was initiated. Women henceforth could compete in the Air Force ROTC at 10 universities across the Nation. Those successful will be eligible for commissions as second lieutenants in the Air Force Reserve.

In October 1956, a woman for the first time in history became a member of the National Guard.

## RELIGIOUS WORK

Most women students of religion prepare, not for the ministry, but for religious work as educators, missionaries, and administrators. Nearly 29,000 were in such posts in 1950, outnumbering men by considerably more than 2 to 1.

Church authorities are taking steps to increase the number of women preparing for religious vocations, particularly for such services as medicine, nursing, and teaching, at home and abroad. More workers are needed, not only because of the great gain in religious interest and church membership, but because our population growth will require greatly increased church facilities.

One woman was ordained a minister in 1853 -- the first woman to be ordained in the United States. Today a number of large denominations ordain women as ministers, two others have recently agreed to women's ordination, and several others are debating the issue.

At the time of the 1950 census, almost 7,000 women (4 percent of the total) reported themselves as clergymen. However, not all of these women hold pastorates.

Among more than 4 thousand theology students earning first professional ministerial degrees in 1955-56, only about 1.5 percent were women. Usually 3 additional years of graduate or seminary work are required to qualify for the ministry. It is likely that the increasingly liberal attitude of the churches will encourage more women to seek the necessary education. When the Divinity School in 1955 became Harvard's latest graduate school to admit women as candidates for degrees, nine women promptly applied for admission.

## NURSES

Registered Nurses.--Some 70,000 additional qualified women could have found jobs as registered nurses in 1956. Second only to teaching in the number of women it employs (an estimated 430,000 in 1956), this profession, like teaching, is in critical shortage.

The ray of hope on the situation is that the number of nurses is increasing slightly faster than is the number of vacancies and new positions -- on all levels except the administrative and supervisory. The 1956 enrollment in State-approved schools of professional nursing was 110,000 -- the highest in 10 years.

Two-fifths of the registered nurses in the country in 1951 were "retired" (86 percent to marriage) or were in fields other than nursing. Indications are, however, that growing numbers of married women are returning to the profession when their children are grown. In any event, as long as the "inactive" nurses maintain their State registrations, they are a potential source of help in time of emergency.

Well over three-fifths of the "active" registered nurses in 1956 were employed in health service institutions or were teaching the new recruits to nursing. Of the others, about half were nursing private patients; about half were in doctors' and dentists' offices, public health, and industrial nursing.

Helping Lessen the Nurse Shortage.-- Several experiments are being tried to help lessen nurse shortages, especially among administrative and teaching personnel. One plan, for example, looks to freeing nurses from certain administrative duties to give them more time for care of patients. A Commonwealth Fund grant to the National League for Nursing provides fellowships for training in administration and education for graduate nurses. Yale University is discontinuing its basic training in nursing to concentrate on preparing graduate nurses for teaching, administration, and other positions of leadership.

A recent development is the signing on August 2, 1956, by President Eisenhower of the Health Amendments Act of 1956. The bill authorizes, among other things, grants to nursing schools -- about \$2 million the first year -- for advanced training of professional nurses for teaching or supervisory work. It assures positive action to "help solve fundamental problems behind the Nation's critical shortage of nurses," said the president of the American Nurses' Association.

Nurses themselves are helping to overcome the shortage. They realize that the number of persons drawn to a career in a particular profession is related to that profession's status and its value to the public. Through their State nurses associations they have established statewide minimum standards for wages, hours and fringe benefits. November 1955 saw standards set for private duty nurses in 45 States and for general duty nurses in 37. In 1956, the standard 8-hour basic fee for private duty nurses, for example, ranged from \$10 in three States to \$16 in two States and the District of Columbia. Most common rate was \$14 in 18 States.

Practical Nurses.--The practical nurses' story is one of present and growing opportunities for both young and mature women, for the demand for practical nurses is great. Their number has been growing faster than that of the registered nurses, to almost 66,000 in 1955 -- an 8 percent increase over 1954.

Generally self-trained in the past, practical nurses for the most part now are graduates of approved practical nurse training schools. All but two States (Colorado and West Virginia) and the District of Columbia license practical nurses, generally on the basis of graduation by an approved school.

The State approved schools have waxed in number. In 1955 admissions increased by over a fourth, graduation by over a third. Only 4 percent of the graduates were men; 23 percent were nonwhite.

To help meet the unfilled need for practical nurses (and indirectly to help abate the shortage of registered nurses, some of whose "service" duties can be assigned to practical nurses), the Health Amendments Act of 1956 authorizes \$5 million annually for 5 years for practical nurse training.

#### PHYSICIANS AND SURGEONS

Since doctors were few and far between in frontier days, healing and midwifery were women's province. The profession of medicine that grew with the new United States was primarily men's domain. Women, however, continued to exercise healing skills acquired from their mothers and to serve as midwives.

By 1950, physicians and surgeons included close to 12,000 women -- 6 percent of the total. That percentage has not varied greatly over several decades.

Although the number of women doctors has not grown remarkably over the years, the number of women supportive workers in the medical field -- nurses and medical and X-ray technicians, for example -- has. The quality of women physicians, however, has been high. They have made outstanding records in all fields of medicine. They are among those who were pioneers and who are now leading in the development of public health services.

Education and Career.--There are some who hold a medical education wasted on women -- they marry and fail to practice. How much do facts back up this belief? A 1945 study of 1,240 women

graduated from seven large Eastern medical schools produced these figures: 82 percent of the married women went into and remained in full-time practice, 90 percent engaged in some form of medical activity. A preliminary report on a study of women graduated from medical schools between 1925 and 1940 also found that most married women remain active in the medical field, at least on a part-time basis, even during the years they are raising children.

Does the fact that she is a woman hamper a doctor's career? In a report published August 1955 three-fourths of 124 medical alumnae of Barnard College said "no".

The advice of the Barnard alumnae to a girl considering a medical career was threefold. If she plans to have a home and family, she must face the fact that compromises must be made, which in most cases means part-time practice while children are growing up. She must make an intelligent choice of her lifetime companion (which for 60 percent of the married women in the group meant a doctor as husband). In pre-medical school she should take liberal arts courses since here is her "last chance" to study in nonscientific fields.

In any case, women are about 5 percent of the students who enter medical school each year. Indications are that, in the country as a whole, a fractionally larger proportion of the women than of the men applicants are accepted for the freshman class.

Specialization rather than general practice appears to be preferred by many women doctors. Areas specialized in, according to several studies of women doctors graduated from the University of Illinois are, in order of preference: psychiatry, pediatrics, internal medicine, anesthesia, dermatology, ophthalmology, surgery, pathology, roentgenology.

#### UNUSUAL JOBS

World War II cured us of any surprise at finding women in the most unlikely jobs. The end of the War and the return of the servicemen ended the urgent need for large numbers of women in some of them. The 1950 Census nevertheless found at least a few women in every one of the 446 occupations it lists.

Several women in unusual jobs recently made news:

Mrs. K is a consultant on city planning and industrial location and development whose work takes her all over the United States. She recently made an industrial study of Maryland suburbs of the District of Columbia

for the Maryland-National Capital Park and Planning Commission.

Mrs. L's specialty is buying and selling heating equipment and arranging for its installation. When her husband organized the company, Mrs. L kept books, helped canvass, and later accompanied him on inspections. On his death she found herself in charge and has successfully overcome her customers' feeling that the basement is man's domain and that roofing, air conditioning, commercial boilers, conversion burners, incinerators, hot water tanks must be discussed with a man.

Miss O, 31 years old, test driver for an auto company, was loaned to the National Safety Council to test winter driving hazards. She took flying lessons at 11, got her license at 16, began teaching flying at 18, was a stunt pilot at 19, and won the world's championship for stunt flying 3 years in succession. In 1949 she toured Great Britain at the invitation of the Royal Air Force. Learning to drive 4 years after learning to fly, she set a National Speed Week record and holds the American Automobile Association's record for women.

Miss P bought and dismantled a crashed AT-6 and now deals in aircraft parts on a large scale, mostly with foreign governments. The firm, of which she is secretary-treasurer, starting in a small downtown office with parts from her dismantled plane, now is housed in a large modern steel-and-concrete building of an international airport.

Miss Q is the district attorney of an Oregon City.

Mrs. R, geologist, is the first woman to organize and preside over a technical symposium for the American Institute of Mining, Metallurgical and Petroleum Engineers. She has also been elected to the Executive Committee of the Institute's Industrial Mineral Division. She and her husband, also a geologist, have explored, surveyed



and mapped mineral deposits in the United States and Canada, tested ore-treating processes in mills and laboratories, and acted as consultants to **Government** and private organizations.

Mrs. S, the president-elect of a labor union local representing clerical and technical workers, is the first woman ever elected to sit in on important steel labor-management negotiations.

Lt. Comdr. T is the first woman in the history of the Navy to serve as law officer at general courts martial.

## WOMEN IN PUBLIC SERVICE

### WOMEN IN POLITICS

It is a long span -- 80 years -- between 1872 when a national party's platform first carried a plank in favor of expanding women's (practically nonexistent) political opportunities, and 1952 when women were credited by some sources with electing a president.

Women's vote could be decisive. Among civilians of voting age in November 1956, women were estimated to outnumber men by 4.6 million. Men in the Armed Forces accounted for nearly half the difference.

And women are using their suffrage. In 1948 about 5,000,000 more men than women voted but in 1952 only about 6,000 more. In the course of 10 presidential elections women have achieved a power at the polls equal to that of men, whose voting history covers 43 presidential elections. Women's voting power, real and potential has earned them the healthy respect of the political parties.

### Role in the Political Parties

Recognition of women's growing responsibilities in political affairs is vividly illustrated by their role in National, State, and local party organization, and by the part they have taken in successive party conventions.

In 1892 women made their first official appearance at a major party's national convention: two were seated as alternates. In 1900 each major party convention had one woman delegate. An official position at a convention was attained for the first time in 1920. By 1956, the two major party conventions included 1,228 women: 503 delegates, 725 alternates. A total of 136 women served on major committees: the Permanent Organization, Credentials, Rules and Order of Business, and Platform and Resolutions Committees. Some women served as officers of those committees. A woman, for the first time, was parliamentarian of her convention, one treasurer, another secretary. A total of 27 women addressed the two conventions.

In the permanent organizations of both major parties, after long, patient effort, the "50-50" principle had become commonly accepted practice: for every committeeman, a committee woman, for every chairman, a vice-chairman of the opposite sex (though the vice-chairmanship usually still falls to a woman).

As number-one woman in national party organization, directing all women's activities, one of the National Committees has a vice-chairman; the other has an assistant chairman, who is also the first woman appointed to the policy post of Director of Special Activities. Press, radio and television gave ample evidence in 1955 and 1956 of the regard in which these women and the women whose activities they direct are held.

In addition to the hundreds of thousands of women (the great majority unsalaried) who work fairly continuously within the National, State, and local party organizations, there are also those who work in election years. Were these millions of women volunteers suddenly to drop out, both the directors of women's activities of the National Committees have said, it would be disastrous for the campaigns.

Women are also a political force through their membership and activities in nonpolitical organizations. Women's clubs are respected, by both politicians and legislators. These clubs **are publicized**, and represent votes. A noted woman politician has said that, working in the PTA for better schools, women may have made their deepest impact on American politics so far.

#### Women in Elective and Appointive Posts

A woman was candidate for the presidency in 1884, but not of a major political party. Both major parties have placed women in nomination for the vice presidency.

In Congress.-- The first woman to serve in Congress was elected in 1916 by Montana, where women had voted since 1869.

In the 1954 election, 63 women were candidates for Congress, 27 reached the polls, and 17 -- a record number -- were elected. All who were incumbents were candidates in the November 1956 election, save the Senator from Maine, whose term does not expire until 1960, and the Representative from Pennsylvania, who died in office November 1955. All but two of the incumbents who were **candidates** were returned to the House.

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4/ Montana was the first of the States or Territories to grant women permanent suffrage. New Jersey in 1776 declared "all inhabitants of this colony of full age who are worth 50 Pounds of Proclamation money" entitled to vote in the general elections, but a General Assembly in 1807 legislated that only free white men could vote.

All told, 55 women from 29 States and one Territory were candidates in 1956. Thirty-one (including one candidate for the Senate) from 20 States and one Territory reached the November polls. Fifteen women from 14 States were elected to the House -- 2 of them for their first term. Including the one Senator, there are now 16 women in Congress.

Federal Government Appointees.-- The movement to appoint women to top policy-making or administrative posts in the Federal Government which began in the 1930's (with the naming of **women as**: Secretary of Labor; as Treasurer of the United States; to a Foreign Ministry; and to an Ambassadorship) is now well under way.

Between January 1953 and July 1957 the President and his cabinet officials conferred 131 important Departmental and Commission posts on women (11 of which represented reappointments or reassignments). Their responsibilities were concerned with the United Nations, foreign service, health, education, civil defense, social welfare, foreign technical assistance, fiscal matters, housing, postal operations, customs, legal affairs, transportation, patents, employment, and parole **problems**.

Posts held for the first time by a woman included among others, the following: Secretary of the new Department of Health, Education, and Welfare; Ambassador to Italy; Ambassador to Switzerland (the first woman career diplomat to be elevated to an Ambassadorship); Deputy Administrator of the Federal Civil Defense Administration; Assistant to the Director of the Foreign Operations Administration (now the International Cooperation Administration); Assistant Commissioner, U. S. Patent Office; Assistant to the Secretary of Labor, Deputy Assistant Secretary of Labor, Director of Transportation Research in the Post Office Department.

More recently (January 1957) a woman was appointed to the chairmanship of the Subversive Activities Control Board. In March, a woman for the first time was appointed to President Eisenhower's staff, to serve as Associate Press Secretary. The former Ambassador to Switzerland in April was appointed Ambassador to Norway. In June, a woman who had held several Civil Defense posts became Deputy United States Commissioner General for the 1958 World's Fair to be held in Brussels, Belgium.

Statewide Elective Posts.--Thirty-eight women are serving in **statewide** elective positions in 21 States in 1957. They are in such posts as Secretary of State (6), Treasurer (2), Auditor (4), Superintendent of Public Instruction (4), Secretary of Internal Affairs (1), and others.

State Legislatures.-- The number of women elected to State and Territorial legislatures has reached an all-time high -- 321-- in 1957 (an increase of 23 over 1956 and a thousand percent increase over 1920 when 29 women were elected). Thirty-three women were elected State Senators, 288 to the State House or Assembly. Only seven States -- Alabama, Arkansas, Georgia, Iowa, Louisiana, Oklahoma, and Wisconsin elected no woman law maker. New Hampshire leads with 53 women in the legislature, followed by Vermont (50), and Connecticut (46).

State Appointive Positions.-- Women have made marked gains in the last few years in appointments (by Governors and key departmental officials) to top posts in State and Territorial Governments. The range in their responsibilities is wide. They hold posts in Governors' cabinets, and as assistants and deputies to departmental heads. They are members of commissions dealing with public utilities, employment security, fiscal affairs, education, and public personnel. They are on State Boards concerned with the business and welfare of the State.

Some of the jobs these women hold that have not usually been held by women include Motor Vehicle Commissioner in Florida; Firemen's Pension Commissioner in Texas; Director of the Bureau of Migration and Employment in Puerto Rico; Assistant Secretary of Commerce and Development in Idaho; Director of Parks in Kentucky.

County Government.-- As county officials women have gained wide acceptance: 18,000 women held elective and appointive positions in the governments of all 3,072 counties of the 48 States in 1956 (the 1957 roster is not yet available). There is no office in county government which has not been held somewhere at some time by a woman. Women have made their greatest gains in recent years in such posts as clerk, treasurer, recorder, clerk of the court, board and commission member, and in positions with child welfare and community betterment agencies. In 1957 women hold such unusual county posts as county commissioner, coroner, constable, and sheriff.

Municipal Government.-- About 10,000 women held municipal offices in 1956 which marks significant progress during recent years. About 50 were mayors or city managers, chiefly of small towns in California, Colorado, Illinois, Iowa, Michigan, Mississippi, Montana, New Jersey, Ohio, Oregon, Virginia. One was mayor of a major United States city, Barberton, Ohio. City manager of the oldest city under the American flag -- San Juan, Puerto Rico -- was also a woman who had been in the post since 1946.

The Nation's first woman mayor won that distinction in 1887. A temperance leader, she was the intended victim of several nontemperance men, who drew up a slate headed by her, with the intent of embarrassing her by a humiliatingly low vote. She won and became nationally famous. Men the country round predicted the collapse of civilization. Not even her town, Argonia, Kans. collapsed. Her recipe for getting along with her all-male council, she says, was simple: "First thing I did was to make them think they were the finest men on earth. Never had any trouble after that."

The woman mayor of Tyro, Kans., had no trouble with councilmen either. They were all women, elected in 1953 and again, with the mayor, in 1955.

Another woman mayor also won national political fame when she spearheaded an all-woman ticket that captured control of Washington, Va., in 1950. She and her council in 1956 were in their third successive term.

"Running a city is just like running a household -- on a much larger scale," according to the woman mayor of Red Bank, N. J., "a housewife attends to her family's health, safety, food, and so forth. So a mayor must see to the needs of a city." The accuracy of her judgment is attested to by the fact that the Governor has now made her one of the three commissioners on the New Jersey Highway Authority.

Next to mayor, the most important municipal posts held by women are assisted to the mayor, president of the City Common Council, member of the council, member of the Board of Aldermen. In smaller cities, women have held the city clerkship more often than any other city office, and the office of treasurer also is popular among women who seek public office. In larger cities women hold such offices as health commissioner, commissioner of correction, police and safety commissioner, housing director, assessor, and, of course, many serve on boards of education. In Pleasant Valley, N. Y., a woman was selected by the town board in August 1956, to serve as highway superintendent. In Fayetteville, Ark., a woman holds (1957) the position of police chief.

Judiciary.--About 175 women were judges of Federal, State, county, and city courts in 1955 -- a significant attainment. This figure does not include women justices of the peace.

Several women are (1957) judges in Federal courts.

A woman is one of six judges of the Sixth Circuit (Kentucky, Michigan, Ohio, Tennessee) of the U. S. Court of Appeals; she holds the highest judicial post ever held by a woman in the United States. -- (Judges of this court receive salaries of \$25,500.)

Another woman is a judge of the U. S. District Courts -- one of 15 judges for the District of Columbia, at a salary of \$22,500.

In California, a woman is an Associate Justice of the Tax Court of the United States.

A woman was appointed a judge of the U. S. Customs Court in June 1955, the second woman to hold this post, at a salary of \$22,500.

Women were judges of State Courts in Arizona, Alabama, California, Georgia, Maryland, Michigan, North Carolina, Pennsylvania, and Texas in 1956. A considerable number are county judges. The most notable increase in number -- to at least 36 -- is among women serving as municipal court judges.

#### WOMEN IN GOVERNMENT CAREER SERVICE

It required almost 7 million persons to carry out all government functions -- Federal, State, county, and local -- in 1955. How many of those employed by State, county, and local governments were women is undetermined; a very large proportion were teachers and nurses. The Federal Government, as of December 31, 1956, employed some 2 million full-time workers in the continental United States. Of these, half a million workers were women.

Federal Government Service.--The number and range of women's opportunities in the Federal service have grown materially, as Government services have responded to the needs of an expanding economy and increased defense responsibilities. Increasing numbers of women are acquiring the necessary education, training, and experience to achieve a full-time career in the service. Between 1939 and 1954, their numbers increased 200 percent, those of men only 120 percent. Since 1947, however, in spite of considerable fluctuation in numbers, women's proportion of all Federal workers -- white-collar and blue-collar -- has remained fairly constant: one-fourth, or just under one-fourth.

White Collar Workers.--Over four-fifths (440,000) of the women in the Federal Service in 1954 were white-collar workers. Their ratio among all white-collar workers was one woman to two men.

One woman white-collar worker out of five worked in the Washington area, the rest in regional offices and military establishments throughout the country. Military establishments, in fact, employed over half the women in white-collar jobs. Every Federal agency, however, employs women.

Women are found in three-fourths of the major occupations listed by the United States Civil Service Commission. As in private industry, they find their greatest number of opportunities in one general field: 85 out of 100 are in clerical or related work. Fifteen in 100 are in other fields, chiefly semiprofessional and professional; their progress (in terms of numbers and percentage of total employed) is most marked among accountants, mathematicians, statisticians and economists; medical technicians, nurses, and chemists; draftsmen, legal documents examiners, editors, and information specialists.

Some women were in high administrative posts -- jobs which bring prestige and great responsibility. Several of these positions were mentioned above in connection with women in appointive posts; a considerable number of women administrators, in addition, are in the career service. Three fields offer them their best opportunities: general administration, personnel administration; and especially, the administration of social programs such as social security, child welfare, public assistance, vocational rehabilitation.

Salaries in the Federal white-collar service currently range from a starting rate of \$2,690 in grade 1 to \$16,000 in grade 18. (Appointments to positions and salaries above this grade are at the discretion of the President and Congress.) Women's median grade in 1954 was grade 4, salary \$3,175 to \$3,655 (currently, \$3,415 to \$3,925). The minimum classification for most administrative or executive posts is grade 12, for which the current salary range is \$7,570 to \$8,645.

Women Overseas.--The above account includes the women in the U. S. Foreign Service who are working in the State Department in Washington, but not the great majority -- over 2,000 -- who are attached to the 270 diplomatic posts abroad (which include 77 Embassies and 3 Legations). Women have made definite progress in these foreign assignments. Their posts range from one as Ambassador to over 595 in the Foreign Service Officer classification and to about 1,588 in clerical occupations. Women are numbered also among those who are sent abroad from other agencies, under the International Cooperation Administration, as technicians and consultants.



## WOMEN'S ECONOMIC STRENGTH

The American economy is said to have produced a new kind of emancipated woman. Some even say that women dominate the economy through their earnings and income, holdings of stock and life insurance, and control over consumer purchases. What are the facts?

### EARNINGS

Whether man or woman, a worker's pay varies with his or her training, experience, and effectiveness, with the skill required by the job, and sometimes with market conditions, or locality, or the season of the year.

Women's average earnings, for all that, are fairly consistently lower than those of men. Why? In the first instance, 29 percent of the women who held jobs at some time during 1955, but only 10 percent of the men, worked part-time, or a short schedule (under 35 hours a week).

Further, much larger proportions of women than of men are in traditionally lower paying occupations, some of which require little skill or training. On the other hand, some jobs requiring long years of specialized training offer sufficient satisfaction to attract women regardless of the level of compensation.

Length of service on the job is another factor making for differences in pay rates. Many women work only a few years, or drop out of the labor force for a period devoted to raising children, and so lack the job-seniority needed to qualify for advancement.

However, even when women work side by side with men, on jobs that have the same or similar duties, they are not always paid at the same rate. Through legislation, through collective bargaining, through public education, men and women are endeavoring to eliminate these inequitable pay differentials.

### INCOME

Our 43 million families -- i.e., households of two or more related persons -- had more income in 1955 from earnings and other sources, than ever before. In fact they had, on the average, \$4,400, which is 6 percent over the previous year.

For about two-fifths of the families, the amount came to \$5,000 or more. Another two-fifths were in the \$2,000-\$5,000 bracket. One-fifth had incomes under \$2,000.

In 1955, the average income of the 9.8 million husband-wife families in which both spouses worked was \$1,296 higher than the average of the 27.4 million husband-wife families in which the wives did not work.

Education is an important factor in raising the level of family income. The American Association of University Women stated in June 1956 that the average income of their members' families -- including the wife's income if she is employed -- is \$6,750.

Just about half the women in the United States reported incomes for 1955. The average amount was \$1,116. This was \$45 less than in 1954. Men increased their average income during the year by \$155, to a total of \$3,354.

Since World War II, women's average income has grown by 24 percent, men's by 85 percent. Wage rates went up sharply for both men and women during this postwar period. The effect on women's income has been partly offset by the proportion of married women among the workers, many of whom work only part of the year. In 1955, in particular, large numbers became workers after the middle of the year when job opportunities became especially good.

The difference in income of men and women is much less when only those who work full time the year round are taken into account. For example, among those who worked 50 to 52 weeks, men averaged \$4,246, and women about two-thirds of that amount -- \$2,734.

Again the significance of education and training, and the type of job they prepare one for, is revealed. Women year-round, full-time professional workers averaged \$3,559; clerical workers, \$3,109; nonfarm managers, \$2,851; operatives, \$2,532; service (not including private household) workers, \$1,767.

## STOCKHOLDINGS

In 1956 for the first time women stockholders outnumbered men stockholders -- by 4,455,000 to 4,175,000. Within 3 years their number had grown 40 percent, due in part perhaps to the mid-1954 tax law under which a husband and wife each may exclude from taxable income the first \$50 of dividends.

Housewives and non-employed women are a third of all adult shareowners and the largest "occupation group" in the stock market. They make up almost two-thirds of all women shareholders. To what extent the stock's disposal is determined by a male family member is unknown.

Moreover, though women are the majority of shareowners, men own the majority of shares -- 2.1 billion shares of common and preferred stock as against women's 1.7 billion shares.

Women's ownership of stock, in any case, appears to be considerably greater than their control of it. Even in companies in which the majority of shares are held by women, relatively few as yet are executives and board members. The head of the Federation of Women Shareholders in American Business, Inc., in 1955 believed it is as important to use one's corporate suffrage as it is to use one's political suffrage. The woman president of a major fabric firm calls attention to the problems arising out of the increasing separation between management and ownership. She attributes these in large measure to "the very fact that women, in the past, passively delegated authority so far as their huge ownership in industry is concerned."

However, women are taking greater interest in helping manage the wealth in stocks and bonds held in their names. Since 1947 the Federation of Women Shareholders had been crusading for women on corporation boards. It is the Federation's belief that the companies, in the interest of consumers, need a balanced viewpoint at the top policy level. In 1957 several large corporations -- including radio, television, railroad, business machine, foods, banking and aircraft -- each had a woman on their boards of directors.

November 1956 marked a particularly significant development. A woman became president and board chairman of a member-firm of the New York Stock Exchange.

## LIFE INSURANCE

Since more men than women are bread winners, men carry more life insurance than women do. A majority of the women, however -- three out of five -- carried life insurance in 1955. At the close of 1956, insurance on the lives of women had passed \$60 billion. This represented about 15 percent of all life insurance in force in the United States, exclusive of credit life insurance.

Three-fifths of all life insurance death benefits go to widows -- roughly \$1.35 billion in 1955. Women were 7.7 million of the 10 million widowed persons in the country in 1956.

## WOMEN'S ORGANIZATIONS

In its women's associations, societies, clubs, the United States has a civic force that is unique among nations. These organizations have been summed up: They deal with educational, health, and recreational needs of their communities; with child welfare, juvenile delinquency, housing shortages, consumers' concerns; with citizenship and politics, legislation, and government administration at all levels; economic issues and foreign affairs; the building of libraries and art galleries, endowments to colleges and universities, scholarships and fellowships to women; with the spiritual development of young people, greater opportunity for women to work in the church, better relations among different racial, nationality and religious groups. Women's business, professional, and union groups -- organized initially to advance women's status in particular fields of employment -- are among the leaders in many of these civic activities.

Aside from the concrete results achieved by women's associations, various sign posts point to their significant role in the national life:

A large Eastern women's college has established a Women's Archives, important sections of which are devoted to women's organizations.

Another women's college has set up a reference file, available to the public, of detailed material devoted exclusively to the history, goals, and activities of 300 women's organizations.

The women of each major political party are organized nationally, by State, and locally, and their activities are directed by a woman officer of the national party organization.

National women's organizations maintain registered lobbyists and legislative representatives in Washington.

The National Association of Manufacturers has set up a women's division whose task it is to enlist the support of women's organizations on matters of concern to the N.A.M.

As a service to their 175,000 women members the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW) in 1956 made what was formerly the Women's Bureau (in the Fair Practices department) into the Women's Department with increased staff.

The World Almanac lists 600 women's organizations, with memberships totalling over 20 million. Not all associations to which the Almanac sent its questionnaire replied, however, and not all who replied gave membership figures. Nor does the list include, for example, all women's church, professional, union, political or civic organizations, nor purely local organizations in the United States. Neither are all women's associations identifiable as such. Total membership in all women's organizations is certainly much greater than 20 million. Even 30 million memberships may be too low an estimate. (How many individual women hold memberships in one or several organizations has not been estimated.)

The Women's Bureau "1956 Handbook on Women Workers" lists women's national organizations, their purpose, and, where available, membership.

### Women in Unions

Women members of national and international labor unions number 3.4 million according to the latest (1956) estimate of the Bureau of Labor Statistics.

Their membership is greatest in unions in the needle trades, service industries, electrical-goods manufacturing, communications, textile manufacturing -- where, in fact, women are most or a large proportion of the members. Women's membership is also great in unions in some other large industries -- like the steel and auto industries -- though here their proportion of all workers and of union members is small.

A number of the unions in which women's membership is high have women among their elected officers. Some have at least one woman vice president who is, customarily, a member of the executive board. Several unions have two or more women vice presidents. A number of women are also secretaries and treasurers of national and international unions, but the likelihood of their holding elective posts is greater at the State and local levels.

Many women have been appointed to staff positions by the AFL-CIO, and by the national and international unions and their regional, State and local affiliates. Women are, for example, many of the education, research, and social insurance directors. They are often editors of union publications and chiefs of women's departments. Many unions are active in community service work, and in this women members have a large share.

## LEGAL STATUS 5/

### EMPLOYMENT STANDARDS

Legal standards for conditions under which women work exist in all 48 States, the District of Columbia, Alaska, Hawaii, and Puerto Rico. These standards relate to wages, hours, industrial homework, dangerous or unhealthful work, employment before and after childbirth, and health, safety and sanitation facilities in plants. Not all States set legal standards for all these working conditions, and the standards vary widely from one State to another.

#### Minimum Wage

Nationally, the most important minimum wage event was the amendment in 1955 of the Federal Fair Labor Standards Act. Approximately 24 million workers are covered by this act (also known as the Federal Wage and Hour Law). Under the new amendment, the minimum for a workweek of 40 hours or less became \$1 an hour, effective March 1, 1956. The Department of Labor estimated that 2 million workers, some three-fourths of whom were in factories and the majority of whom were women, would be entitled to pay increases under the new minimum. In March 1957, Secretary of Labor James P. Mitchell recommended to Congress that the \$1 an hour minimum be extended to another 2½ million workers, most of them in retail trades, but Congress adjourned without taking any final action.

The Fair Labor Standards Act sets basic wage and hour standards for workers, both men and women, in manufacturing, communications, and other interstate industries. The law discourages unduly long hours by providing that time beyond 40 hours a week must be paid for at time-and-a-half the worker's regular rate.

Amending the Federal Wage and Hour law stimulated State activity in establishing new minimum wage rates for the intra-State trade and service occupations in which large numbers of women workers earn their livelihood.

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5/ Only highlights and some recent legislation are presented here. Detailed information is available in other Women's Bureau publications.

A particularly significant event occurred when, for the first time, the highest court of any State ruled on the right of a State Labor Commissioner to establish overtime requirements, similar to those in the Fair Labor Standards Act, through wage board procedure under a State minimum-wage law. In Lane vs. Holderman, the New Jersey Supreme Court, on February 4, 1957, upheld the validity of the revised New Jersey Laundry Wage Order; the Court ruled favorably on the question of the Commissioner's authority to establish overtime pay, based on the employee's regular rate, after 40 hours of work. Wage order provisions for restaurant and mercantile occupations subsequently were upheld (by Supreme Court and Superior Court, respectively).

Three States -- Idaho, New Mexico, Wyoming -- enacted their first minimum-wage laws in 1955, and Vermont enacted one in 1957; several other laws were amended (see list below). The jurisdictions which have such laws now number 34 (30 States, the District of Columbia, Alaska, Hawaii, Puerto Rico). Early State minimum-wage legislation was designed for the protection of women and minors; in over a third of the jurisdictions, the law now also applies to men.

Types of minimum-wage laws are three: One provides a "statutory" rate, that is, the rate is set by the legislature. The second likewise sets a statutory rate but also provides for establishment of occupation or industry rates based on recommendations of tri-partite wage boards. The third fixes no rate in the act but provides for the setting of minimum rates through wage board action only. Some of the highest rates that became effective in 1955-57 are:

Wage Order Hourly Rates

Colorado - - - - -	1956	Beauty Service	\$1.00
New Jersey - - - - -	1956	Restaurant (non-service employees);	
		Mercantile	1.00
Oregon - - - - -	1956	Amusement and Recreation;	
		Personal service	.75
Utah - - - - -	1956	Retail Trade, Public	
		Housekeeping	.80
California - - - - -	1957	All Orders	1.00
New York - - - - -	1957	Retail Trade	1.00



Statutory Hourly Rates

Alaska - - - - -	1955	\$1.25		New Hampshire - -	1957	\$ .85
Connecticut - -	1957	1.00		Nevada - - - - -	1957	1.00
Hawaii - - - - -	1957	.90		Rhode Island - - -	1957	1.00
Massachusetts -	1957	1.00		Vermont - - - - -	1957	.75

Equal Pay

Equal pay has taken on increasing significance with the steady growth in the number of women workers. Montana and Michigan, pioneering, enacted the first equal-pay laws in the United States in 1919. Illinois, Washington, New York, and Massachusetts passed their laws during World War II; Rhode Island, Pennsylvania, New Hampshire, Connecticut, California, Maine, and Alaska, in the postwar period. New Jersey followed in 1952. In 1955, Arkansas, Colorado, Oregon put equal-pay laws on their books, bringing the total number of jurisdictions with such laws to 17.

Sixteen States and the District of Columbia have laws requiring that men and women teachers receive the same rate of pay. In many other school systems, equal pay exists through school board action.

In the Federal Government, the Civil Service Classification Act establishes a uniform salary range for each grade and class of work. The Department of Defense and other Government agencies apply the equal-pay principle to employees not under civil service.

The economic objectives of equal-pay legislation are in the main three: to prevent undercutting of men's wages and job security; to prevent unfair competition among employers; to maintain consumer purchasing power and hence stimulate economic activity. The principle imbuing these objectives was stated by President Eisenhower in his 1956 State of the Union message: "Legislation to apply the principle of equal pay for equal work without discrimination because of sex is a matter of simple justice." He reaffirmed his support in 1957.

The President's statement refocused national attention on Federal equal-pay legislation. Bills had been introduced in each Congressional session beginning with the 79th in 1945. Federal equal-pay bills have the sponsorship of representatives of both major political parties in the 85th Congress.

Many national women's organizations, civic groups, and labor unions are actively supporting a Federal equal-pay law. The AFL-CIO Executive Council, meeting in June 1956, endorsed Federal legislation to provide equal pay for comparable work for men and women. The National Committee for Equal Pay, composed of Washington representatives of leading women's organizations and unions, is seeking, through cooperative efforts, to bring about Federal legislation applying to interstate industries.

## SOCIAL SECURITY

Over 4 million retired women workers and wives and widows of workers were receiving Old Age and Survivors Insurance benefits at the close of 1956. Since 1936, when O.A.S.I. became effective, over 40 million women workers have accumulated insurance credits.

Most recently -- in November 1956 -- it became possible for women workers, if they so choose, to retire at the age of 62, with a permanently reduced pension payment, instead of waiting until they become 65. The wife of a retired worker also may now receive reduced social security payments when she is 62. A worker's widow or dependent widower, or -- when there is no widow or widower or dependent child -- dependent mother may receive payments when she is 62 without reduction in the amount.

The amendment benefits primarily women widowed before reaching the age of 65. Inasmuch as wives are usually younger than their husbands, it also benefits married couples who had put off retirement when the husband reached 65 because the wife had not yet reached retirement age. It is also an advantage to women who are themselves workers and who find it more difficult to secure jobs in their early 60's than when they were younger.

By February 1, 1957, half a million women workers, wives and widows of retired workers, and dependent mothers had filed claims under the new amendment to the Social Security Act.

The wife of a retired worker who chooses to start getting payments as soon as she reaches 62 will receive each month 75 percent as much as she would have, had she waited until she became 65. The percentage she receives increases each month she waits to begin receiving payments. If she begins at the age of 63, she receives 83 1/3 percent; at 64, 91 2/3 percent.

The same pattern holds for a woman who is a worker herself, except that the percentage is larger: 80 percent if payments begin at age 62; 86 2/3 percent if they begin at age 63; 93 1/3 percent if she is 64.

Wives of retired workers who start drawing payments before they are 65 years old will be ahead in total cash for the first 12 years. If they live beyond the age they will then have reached, their total cash will be less than had they waited to begin drawing full payments at the age of 65. Women who are themselves workers will be ahead in total cash for 15 years.

A woman who obtains benefits may continue working and still receive full monthly benefits as long as her earnings are not over \$1,200 a year. For every \$80 she earns beyond \$1,200, and then any part of \$80, one month's benefit payment will be held back. In effect, if she earns \$2,080.01 or more a year, and works every month of the year, she cannot draw any benefits that year -- at least not until she is 72 years old. At that age there is no limit on what she may earn and still receive the monthly benefit check.

Women as well as men, of course, also benefit under other provisions of the 1956 amendments to the Social Security Act. If they are disabled they may, effective July 1957, begin receiving disability insurance payments at the age of 50 if they meet certain requirements. Disabled dependent children may continue to receive payments after they reach the age of 18.

The 1956 amendment also extended social security coverage to additional groups of workers, including self-employed lawyers, dentists, osteopaths, veterinarians, chiropractors, naturopaths, and optometrists. These groups include sizable numbers of women. Coverage had been extended in 1955 to still other groups, including professional engineers, architects, accountants, funeral directors, farm operators, and, if they choose to be covered, clergymen and Christian Science practitioners.

Social security for household workers, very nearly all of whom are women, and for persons employed on farms, less than a fifth of whom are women, has been in effect since 1951.

The Women's Bureau's "What Social Security Means to Women" gives the facts in detail as they concern women.

Federal white-collar workers -- a third of whom are women -- have also, under separate legislation, gained materially in social security. Group life insurance with dismemberment coverage and double indemnity for accidental death became available to them in August 1954. One-third of the cost of the insurance is borne by the Government, two-thirds by the employee.

Since January 1, 1955, Federal employees also have the protection of unemployment insurance. Title XV of the Social Security Act provides that an unemployed Federal worker will be paid compensation in accordance with the provisions of the law of the State to which his wages are assigned.

Retirement annuities were increased in 1955 for all employees then receiving them or whose annuities become effective before January 1, 1958; and in 1956 general provisions for retirement benefits were liberalized for all permanent employees.

## CIVIL STATUS

Contracts and property rights.--There is little distinction between the rights of single men and of single women under civil law. Improving the status of married women with respect to their contracts and property rights is one of the important jobs undertaken by women's organizations in the various States. Owing chiefly to their efforts, legal discriminations have practically disappeared. Recent examples of State legislation may be indicative. They include laws that raise the value of the home exempt from seizure for debt, thereby increasing women's and children's security; laws that place restrictions on the assignment of wages by a husband or wife to a third person without the consent of the other spouse; laws that liberalize provisions for family maintenance during the administration of a deceased husband's or wife's estate.

Jury service.--Gradually, State after State has enacted legislation making women eligible for service on juries. By July 1955, women could serve on juries in all but four States; after a referendum in the November 1956 West Virginia election, in all but three. Now only in Alabama, Mississippi, and South Carolina may a woman not serve on a jury.

Over half the States have compulsory jury service laws. They require women to serve on the same terms that men do; the courts may release either from serving on reasonable grounds. The other States have voluntary laws which permit women to be excused from serving solely on the ground that they are women.

Marriage and divorce laws.--The most usual statutory minimum age at which marriages may take place, with parental consent, is 16 years for girls and 18 years for boys. Most States permit marriages without the parents' consent only when a young woman has reached 18 years and a young man 21. Twelve States require both to be 21. A physical examination for both applicants for a marriage license was mandatory in all but 10 States and the District of Columbia at the end of 1954.

Grounds for divorce vary greatly from State to State but are usually the same for men and women in any one State. There is an important exception: 21 States allow only the wife a divorce on grounds of non-support.

Even though the divorce may be granted to the husband, all States permit the court to allow a wife alimony and maintenance for her own and her minor children's support. Fifteen States permit the court to grant alimony, within certain limitations, to the husband.

Family support.--The husband and father is primarily responsible, under law, for the support of his wife and minor children. If he is dead or incapable, the legal responsibility may fall on the wife and mother.

Guardianship.--During marriage, parents are recognized as joint natural guardians of their minor children in all but 6 States. Custody and maintenance of the children of dissolved marriages is determined in all jurisdictions by the courts, on the basis of the children's best interests and welfare.

Publications that give more detailed information on the civil and political status of women may be obtained from the Women's Bureau.

TO SUM UP --

The spotlight of public attention is on American women -- on their changing economic and political role and their unchanging domestic role. Within a relatively brief span of years, women in the United States have won the right to attend institutions of higher education, to prepare for a career in the occupation of their choice, to vote in national elections, and to hold public office. Yet women are marrying younger, the average number of children per family has increased in recent years, and the number of children born each year has reached a new high mark.

The record number of women in the work force is one measure of women's changing status. Another is the success of individual women in elective and appointive offices, in top administrative posts, and in the professions. It would be hard to name an occupation from which fully qualified women are now barred. There is a great need for more young women of ability to prepare themselves for fields where the supply of qualified workers is short -- the natural sciences, mathematics, statistics, engineering, and certain skilled trades, as well as teaching, nursing, and library work.

The Department of Labor projects an increase of 5 million in the number of women workers between 1955 and 1965. How many of these will enter skilled occupations, the professions, or new and expanding fields of work, and how many will achieve positions of leadership, depends at least in part on the women themselves.













